Implications of youth mental health challenges on U.S. employers



More young people than ever need care



28% increase in young people with mental health diagnosis since 2018



48% increase in those with at least two mental health diagnoses

But, many may not be getting the care they need



treatment within 6 months of their initial diagnosis



parents said their child was being treated with medication only

Impact on the health, well-being, and productivity of working parents

Compared to other working parents, those whose children have mental health challenges are:



The cost to employers



7.7 hours

amount of time working parents of a child with a mental health challenge spend a week managing their child's needs

4 workdays

number of days per month disrupted due to time needed to care for a child's mental health

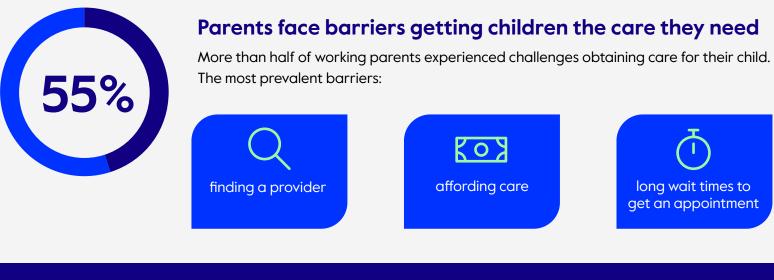
more likely to report feeling stressed at

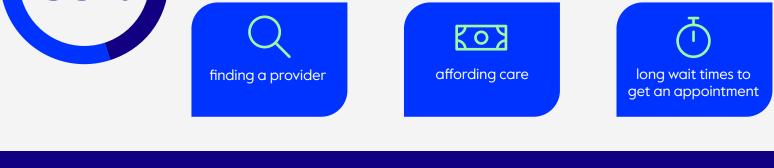
\$200B

annual spending by U.S. employers on behavioral health costs for employees and their dependents

\$47.6B

estimated annual indirect costs for employers related to mental health, such as lost productivity





Top ways employers can support parents



Areas of opportunity for employers to drive better behavioral health outcomes

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Care

Guiding employees and families to evidence-based behavioral health treatments

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Customization

Providing a data-driven, actionable, personalized approach to behavioral health care



Culture

Helping alleviate stigma, educating employees, and addressing social determinants of health



Community

Supporting individual, workplace, and community connectivity



Source: For a healthy workforce, curbing the youth mental health crisis is imperative (Evernorth Research Institute, 2024)